

DHS EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NO FEAR ACT: Data as of March 31, 2010 – 2nd Quarter 2010

Complaint Activity – Comparative Data – Previous Fiscal Year Data

Fiscal Year	2005	2006	2007	2008	2009	2010 – Thru March 31 st
Number of Complaints filed	1199	1083	1086	1145	1442	564
Number of Complainants	1075	1010	1045	1099	1383	555
Repeat Filers	80	54	42	52	56	9

Complaints by Basis – Comparative Data – Previous Fiscal Year Data

NOTE: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Fiscal Year	2005	2006	2007	2008	2009	2010 – Thru March 31 st
Race	339	326	368	298	361	194
Color	75	83	80	92	83	29
Religion	50	57	38	48	52	28
Reprisal	406	391	389	432	777	227
Sex	408	349	334	385	321	178
National Origin	197	193	158	175	516	100
Equal Pay Act	0	1	7	3	0	2
Age	287	336	283	321	314	185
Disability	264	258	260	238	223	127
Non-EEO	16	44	24	16	48	13

Complaints by Issue – Comparative Data – Previous Fiscal Year Data

NOTE: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.

Fiscal Year	2005	2006	2007	2008	2009	2010 – Thru March 31 st
Appointment/Hire	16	45	57	57	36	11
Assignment of Duties	68	59	61	68	342	47
Awards	60	25	15	22	10	11
Conversion to Full-time	2	1	3	1	1	0
Demotion	17	6	18	11	8	4
Reprimand	48	19	50	46	41	32
Removal	36	23	22	34	23	16
Suspension	41	40	45	30	30	28

Disciplinary Action - Other	0	28	1	14	10	5
Duty Hours	14	14	22	15	14	11
Evaluation Appraisal	41	36	38	40	57	42
Examination/Test	5	8	8	5	3	6
Non-Sexual Harassment	189	282	289	314	599	178
Sexual Harassment	43	51	37	33	46	18
Medical Examination	2	14	8	10	9	9
Pay (Including Overtime)	26	28	25	27	20	11
Promotion/Non-Selection	239	287	277	248	241	145
Reassignment – Denied	21	28	34	34	31	14
Reassignment – Directed	43	30	29	28	40	30
Reasonable Accommodation	27	34	43	47	40	28
Reinstatement	0	4	4	2	7	4
Retirement	2	4	5	2	5	1
Termination	162	136	135	112	137	81
Terms/Condition of Employment	87	116	142	108	404	80
Time and Attendance	34	42	36	54	29	25
Training	39	29	26	23	22	10
Other	96	28	35	44	373	14

Processing Time – Comparative Data – Previous Fiscal Year Data

Fiscal Year	2005	2006	2007	2008	2009	2010 – Thru March 31 st
Total complaints pending during fiscal Year	0	0	0	0	0	2149
Average number of days in investigation stage	322	406	311.5	249.9	248	250
Average number of days in final action stage	0	326	428.1	296	310	243

Fiscal Year	2005	2006	2007	2008	2009	2010 – Thru March 31 st
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Complaints pending during fiscal year where hearing was requested	0	0	0	0	0	1254
Average number of days in investigation stage	331	338	242.5	259.4	349	232
Average number of days in final action stage	0	48	72.5	64	399	18

Fiscal Year	2005	2006	2007	2008	2009	2010 – Thru March 31st
Complaints pending during fiscal year where hearing was not requested	0	0	0	0	0	895
Average number of days in investigation stage	301	413	347.3	312.8	755	276
Average number of days in final action stage	842	443	587.6	660.5	971	535

Complaints Dismissed by Agency – Comparative Data – Previous Fiscal Year Data

Fiscal Year	2005	2006	2007	2008	2009	2010 – Thru March 31st
Total Complaints Dismissed by Agency	231	281	187	247	195	443
Average days pending prior to dismissal	306	254	257	220	1369	500

Complaints withdrawn by Agency – Comparative Data – Previous Fiscal Year Data

Fiscal Year	2005	2006	2007	2008	2009	2010 – Thru March
Total Complaints withdrawn by Complainants	0	81	96	109	77	56

Total Final Actions – Finding Discrimination – Comparative Data – Previous Fiscal Year Data

Fiscal Year	2005		2006		2007		2008		2009		2010 – Thru March 31st	
Final Actions Finding Discrimination	#	%	#	%	#	%	#	%	#	%	#	%

Total Final Actions Finding Discrimination	12	100%	29	100%	12	100%	21	100%	23	100%	11	100%
Without Hearing	2	17%	4	14%	2	17%	0	0%	1	4%	0	0%
With Hearing	10	83%	25	86%	10	83%	21	100%	22	96%	11	100%

Findings of Discrimination Rendered by Basis – Comparative Data – Previous Fiscal Year Data

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.

Fiscal Year	2005		2006		2007		2008		2009		2010 – Thru March 31 st	
Findings of Discrimination Rendered by Basis	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	12	100%	29	100%	12	100%	21	100%	23	100%	11	100%
Race	1	8%	21	72%	3	25%	7	33%	8	35%	2	20%
Color	0	0%	2	7%	0	0%	3	14%	3	13%	0	0%
Religion	1	8%	1	3%	1	8%	5	24%	3	13%	1	10%
Reprisal	3	25%	10	34%	6	50%	5	24%	11	48%	7	63%
Sex	5	42%	10	34%	7	58%	7	33%	8	35%	1	9%
National Origin	1	8%	1	3%	1	8%	8	38%	4	17%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	3	25%	5	17%	2	17%	4	19%	5	22%	2	20%
Disability	5	42%	3	10%	0	0%	2	10%	5	22%	4	36%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

FINDINGS OF DISCRIMINATION RENDERED BY BASIS AFTER HEARING

Fiscal Year	2005		2006		2007		2008		2009		2010 – Thru March 31 st	
Findings After Hearing	#	%	#	%	#	%	#	%	#	%	#	%
Total Number of Findings After Hearing	10	83%	25	86%	10	83%	21	100%	22	96%	11	100%
Race	1	100%	18	86%	2	50%	7	100%	8	100%	2	100%
Color	0	0%	1	50%	0	0%	3	100%	3	100%	0	100%
Religion	1	100%	1	100%	1	100%	5	100%	3	100%	1	100%
Reprisal	3	100%	10	100%	4	67%	5	100%	11	100%	7	100%
Sex	5	100%	10	100%	5	71%	7	100%	8	100%	1	100%
National Origin	1	100%	1	100%	1	100%	8	100%	4	100%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	3	100%	5	100%	2	100%	4	100%	5	100%	2	100%
Disability	4	80%	3	100%	0	0%	2	100%	4	80%	4	100%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

FINDINGS OF DISCRIMINATION RENDERED BY BASIS WITHOUT HEARING

Fiscal Year	2005		2006		2007		2008		2009		2010 – Thru March 31 st	
Findings Without Hearing	#	%	#	%	#	%	#	%	#	%	#	%

Total Number of Findings without Hearing	2	16%	4	13%	2	16%	0	0%	1	4%	0	0%
Race	0	0%	3	14%	2	50%	0	0%	0	0%	0	0%
Color	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	0	0%	2	33%	0	0%	0	0%	0	0%
Sex	0	0%	0	0%	2	29	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	1	20%	0	0%	0	0%	0	0%	1	20%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Issue – Comparative Data – Previous Fiscal Year Data

Fiscal Year	2005		2006		2007		2008		2009		2010 – Thru March 31 st	
Findings of Discrimination Rendered by Issue	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	12	100%	29	100%	12	100%	21	100%	23	100%	11	100%
Appointment/Hire	2	17%	4	14%	1	8%	2	10%	0	0%	0	0%
Assignment of Duties	2	17%	1	3%	1	8%	1	5%	2	9%	2	20%
Awards	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Demotion	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%
Reprimand	0	0%	2	7%	0	0%	0	0%	1	4%	0	0%
Suspension	0	0%	0	0%	1	8%	0	0%	0	0%	2	20%
Removal	0	0%	0	0%	0	0%	2	10%	1	4%	0	0%
Disciplinary Action - Other	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	2	7%	0	0%	0	0%	0	0%	1	10%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-Sexual Harassment	1	8%	9	31%	2	17%	5	24%	10	43%	3	27%
Sexual Harassment	0	0%	2	7%	0	0%	0	0%	0	0%	1	9%
Medical Examination	0	0%	1	3%	0	0%	0	0%	1	4%	0	0%
Pay (Including Overtime)	0	0%	1	3%	1	8%	0	0%	1	4%	0	0%
Promotion/Non-Selection	4	33%	10	34%	2	17%	11	52%	5	22%	3	30%
Reassignment – Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reassignment – Directed	0	0%	0	0%	2	17%	0	0%	1	4%	1	10%

Reasonable Accommodation	0	0%	1	3%	0	0%	0	0%	1	4%	2	20%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	2	17%	5	17%	2	17%	2	10%	4	17%	2	20%
Terms/Condition of Employment	0	0%	3	10%	2	17%	2	10%	2	9%	1	10%
Time and Attendance	0	0%	1	3%	2	17%	0	0%	1	4%	1	10%
Training	0	0%	0	0%	0	0%	0	0%	1	4%	1	10%
Other	0	0%	0	0%	1	8%	0	0%	5	22%	0	0%

FINDINGS OF DISCRIMINATION RENDERED BY ISSUE AFTER HEARING

Fiscal Year	2005		2006		2007		2008		2009		2010 – Thru March 31 st	
Findings of Discrimination Rendered by Issue	#	%	#	%	#	%	#	%	#	%	#	%
Total Number of Findings After Hearing	10	83%	25	86%	10	83%	21	100%	22	96%	11	100%
Appointment/Hire	2	100%	4	100%	1	100%	2	100%	0	0%	0	0%
Assignment of Duties	2	100%	1	100%	1	100%	1	100%	2	100%	2	100%
Awards	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Demotion	0	0%	0	0%	0	0%	0	0%	2	100%	0	0%
Reprimand	0	0%	2	100%	0	0%	0	0%	1	100%	0	0%
Suspension	0	0%	0	0%	1	100%	0	0%	0	0%	2	100%
Removal	0	0%	0	0%	0	0%	2	100%	1	100%	0	0%
Disciplinary Action - Other	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	1	50%	0	0%	0	0%	0	0%	1	100%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-Sexual Harassment	1	100%	5	71%	2	100%	5	100%	10	100%	3	100%
Sexual Harassment	0	0%	2	100%	0	0%	0	0%	0	0%	1	100%
Medical Examination	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	1	100%	1	100%	0	0%	0	0%	0	0%
Promotion/Non-Selection	4	100%	10	100%	2	100%	11	100%	5	100%	3	100%
Reassignment – Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reassignment – Directed	0	0%	0	0%	2	100%	0	0%	1	100%	1	100%
Reasonable Accommodation	0	0%	1	100%	0	0%	0	0%	1	100%	2	100%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Termination	1	50%	5	100%	0	0%	2	100%	4	100%	2	100%
Terms/Condition of Employment	0	0%	3	100%	2	100%	2	100%	2	100%	1	100%
Time and Attendance	0	0%	0	0%	2	100%	0	0%	1	100%	1	100%
Training	0	0%	0	0%	0	0%	0	0%	1	100%	1	100%
Other	0	0%	0	0%	1	100%	0	0%	5	100%	0	0%

FINDINGS OF DISCRIMINATION RENDERED BY ISSUE WITHOUT HEARING

Fiscal Year	2005		2006		2007		2008		2009		2010 – Thru March 31 st	
Findings of Discrimination Rendered by Issue	#	%	#	%	#	%	#	%	#	%	#	%
Total Number of Findings Without Hearing	2	16%	4	13%	2	16%	0	0%	1	4%	0	0%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action - Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-Sexual Harassment	0	0%	4	44%	0	0%	0	0%	0	0%	0	0%
Sexual Harassment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reassignment – Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reassignment – Directed	0	0%	0	0%	2	100%	0	0%	0	0%	0	0%
Reasonable Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%
Terms/Condition of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Time and Attendance	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Pending Complaints Filed in Previous Fiscal Years by Status – Comparative Data – Previous Fiscal Year Data

Fiscal Year	2005	2006	2007	2008	2009	2010 – Thru March 31 st
Total Complaints from previous Fiscal Year	2595	2096	1411	1382	1350	1731
Total Complainants	2262	1758	1315	1280	1390	1577

Number Complaints Pending at Investigation	997	480	147	164	128	149
Number Complaints Pending at Hearing	652	574	438	468	536	737
Number of Complaints Pending at Final Action	651	683	679	649	598	578
Number of Complaints pending Appeal with EEOC OFO	254	188	147	164	217	265

Complaint Investigations – Comparative Data – Previous Fiscal Year Data

Fiscal Year	2005	2006	2007	2008	2009	2010 – Thru March 31 st
Pending Complaints where Investigation Exceeds Required Time Frames	634	154	367	375	525	203